

Concordia University
Council of the John Molson School of Business
Minutes of the meeting held Friday, September 26, 2003

Present: J. Tomberlin, Chair
T. Alameddine (CASA), K. Argheyd (Mana.), C. Bayne (DS&MIS), O. Bodur (Mktg.),
D. Cameron (Mana.), A-M. Croteau (DS&MIS), U. de Brentani (Mktg.), A. Dhillon
(CGSA), R. Ferguson (MBA), G. R. Fisher (Econ.), J. Freed (Fina.), S. K. Goyal
(DS&MIS), S. Hoffman (Lib.), N. Howe (SGS), A. B. Ibrahim (Assoc. Dean), G. Kanaan
(Assoc. Dean), D. Kira (DS&MIS), K. Laframboise (DS&MIS), G. Lowenfeld (Acco.),
G. Lypny (Fina.), M. Magnan (Assoc. Dean), J. McConnell (CASA), D. Morin (Assoc.
Dean), S. Mustafa (Acco.), R. J. Oppenheimer (Mana.), D. Peltier-Rivest (Acco.),
M. Perugini (CASA), K. Chin Quee (CGSA), I. Rakita (Fina.), A. Robin (CASA),
S. Robinson (Acco.), M. Sharma (DS&MIS), M. Thakor (Mktg.), M-E. Turcotte (CASA),
M. Wichterle (CASA), M. Wou (CASA)

Guests: A. Blasi, M. Buyukkurt, D. Doreen, B. Shapiro, H. Simpkins, C. Webb, E. Xenos

Absent with

Regret: P. Bolla, A. Fargnoli, R. Knitter, I. Leduc, T. O'Connell, S. Ray, C. Y. Suen

- I Call to Order
The meeting was called to order at 9:35.
- II Closed Meeting
- III Open Meeting
- IV Approval of Agenda - JMSB-2003-05A
It was moved by K. Argheyd and seconded by B. Ibrahim that Council approve the agenda with the following amendments: item VII be dealt with immediately after the approval of the minutes and item XVII iv) be withdrawn.
The motion was approved unanimously.
- V Approval of the Minutes - JMSB-2003-04M
It was moved by M. Sharma and seconded by G. Kanaan that Council approve the minutes of the meeting held May 16, 2003. The motion was carried unanimously.
- VI Chair's Report and Question Period (*maximum 15 minutes*) - JMSB-2003-05A-01
J. Tomberlin announced that the John Molson School of Business was ranked 18th among International Schools and was one of only five Canadian Business Schools to make the ranking by the Forbes Magazine's Survey of the Best Business Schools. It was noted that the JMSB MBA program was ranked second by the Corporate Knights Inc., an organization dedicated to corporate social responsibility.

In response to a question about the 2003 Distinguished Teaching Award, G. Kanaan advised that the committee will meet to review the criteria this fall.

In response to a question about the future of the GAMBA program the Chair stated that the decision to suspend or delay GAMBA classes would be made within the next week.

A full report on the Aviation MBA programs will be present to Council at the October meeting.

In response to a question about the appointment of the Executive Advisor, Academic Facilities, J. Tomberlin advised that the appointment of a senior administrator at the same level as Associate

Dean followed the precedent set by the Faculty of Arts and Science in naming one individual who would be dedicated to the planning and construction of an \$85M building. He stated that he believed that he had sent all faculty and staff the mandate and term of this appointment in the announcement of appointments effective June 2003. As to the mandate of the Associate Dean, Administrative Affairs and Human Resources, he advised that there has been no change.

It was moved by U. de Brentani and seconded by S. Betton that the mandate and term of appointment of the Executive Advisor, Academic Facilities be distributed to the faculty members and staff of the John Molson School of Business.

The motion was carried unanimously.

With regard to the discussion at the May Council meeting about the lack of Marketing courses offered in the EMBA program, the Chair agreed to bring the issue to the attention of the Program Director. He suggested that the Marketing representative on the EMBA Curriculum Committee follow-up at the next meeting.

It was suggested that the process of curriculum revision approval be started earlier to allow Council members to study the issues and make recommendations.

With regard to the CUFA memorandum stating that the Dean would be informing faculty members about their revised salaries resulting from the signing of the new collective agreement, J. Tomberlin advised that a letter concerning salaries effective June 2002 would be issued next week. Letters regarding salaries effective June 2003 would follow at a later date. The Dean was asked to use his influence to have workshops set up for faculty members who need help to understand the complicated salary model.

With regard to supporting faculty members who obtain external grants with additional course remissions, J. Tomberlin replied that this issue would also be addressed in the environmental assessment, an element of the upcoming strategic planning process. The granting agencies do not fund full-time faculty course remissions consequently the impact on the budget and AACSB ratios must be seriously considered.

In response to a question about the appointment of the AMBA Program Director, J. Tomberlin stated that in the best interest of the JMSB and Concordia University he appointed a highly qualified individual with experience in aviation management curriculum. This appointment was an exception to the rule and made in collaboration with the Search Committee for Graduate Program Directors. He advised that Associate Dean Morin would present a proposal for a revised search process for graduate program directors, including procedures for appointing external candidates, at the next meeting of Council.

The issue of admitting students with inadequate English speaking skills was briefly discussed. It was noted that this was a serious problem across the University. Program Directors can encourage students to take ESL courses.

VII Council Elections.

- i) Steering committee of the JMSB
Professors C. Bayne, I. Rakita and M. Sharma were elected by acclamation to serve on the Faculty Council Steering Committee for a one-year term effective immediately and terminating after the first Council meeting in fall 2004.
- ii) Search Committee – Accountancy Chair
Professor Gary Johns was elected by acclamation to serve as a member of the Advisory Search Committee for the Selection of the Chair, Department of Accountancy.

VIII Business Arising from Previous Meeting

i) Update on Strategic Plan – JMSB-2003-05A-02

J. Tomberlin advised that in light of the dramatic reduction in revenues caused by the Quebec government's disallowance of the differential fee for international students a strategic planning data collection exercise would be initiated this fall. Groups of ten faculty members will be invited to meet with P. Kelley, Executive in Residence and another animator to discuss a number of issues including an internal and external environmental assessment prepared by the Dean. The data collection is expected to be completed by the end of November followed by a period of analysis in December and the development of a draft strategic plan in January 2004. The process will include input from faculty, staff, student leaders and members of the JMSB Advisory Board with the goal of approving the final strategic plan by the end of this academic year. With regard to a request that the JMSB priorities for 2003-04 be announced to faculty and staff, J. Tomberlin advised that this would be included in the environmental assessment and the discussions to be scheduled this fall.

IX Report: Graduate Programs, Research and Program Evaluation - JMSB-2003-05A-03

The report from Graduate Programs, Research and Program Evaluation was received.

During the ensuing discussion about cheating it was suggested that the JMSB sanctions for cheating be written and distributed to students as a deterrent. It was further suggested that professors take ten minutes of class time to have the Student Advocacy group air their power point presentation on plagiarism. It was agreed that it would be useful for FAPC to discuss the issue of cheating and sanctions consistent with the offense.

i) Graduate Certificate in e-Business Curriculum Changes - JMSB-2003-05A-13

It was moved by D. Morin and seconded by A. Robin that Council approve the proposed changes to the Graduate Certificate in e-Business curriculum as articulated in document JMSB-2003-05A-13.

The motion was carried unanimously.

ii) Diploma in Investment Management Curriculum Changes - JMSB-2003-05A-14

It was moved by D. Morin and seconded by D. Peltier-Rivest that Council approve the proposed curriculum changes for the Goodman Institute of Investment Management.

The motion was carried unanimously.

X Standing Report on the status of the new JMSB building

It was moved by C. Bayne and seconded by G. Kanaan that Council grant speaking privileges to D. Doreen, Executive Advisor, Academic Facilities.

The motion was carried unanimously.

D. Doreen outlined the steps taken to date to prepare the plans for the new JMSB building including a needs analysis based on interviews with faculty and staff approximately three years ago; an architectural competition; the research of fifty business schools; team visits to business schools in the United States on the east coast and in the mid-west; hiring of mechanical, electrical and structural engineers; the distribution of the first draft of floor plans to faculty and staff last spring; the collection of input from all constituents, revisions to the draft plans; the expansion of plans to incorporate two additional floors for a total of fourteen floors and the Toronto-Dominion Bank with the JMSB building plan; consultations for audio visual needs, food and kitchen equipment, acoustics and security consultation; the development of the presentation of a virtual walk-through the new JMSB building as a fund raising tool; the sign-off on the plans. At this point no major changes such as moving units to different floors will be made. Minor changes such as sub-dividing classes or offices can be accommodated. The revised plans will be posted on the First Class Building Site and a huge sign indicating "The Future Site of the John Molson School of Business" will be erected on the vacant lot. Ground breaking is expected in early 2004 and the

projected occupancy date is early to mid 2006. D. Doreen gave his assurances that the committee considered all inputs and made recommended revisions where possible. He welcome further comments on First Class, by e-mail and in person.

It was moved by G. Kanaan and seconded by C. Bayne that Council grant C. Webb, Director, Institute for Co-operative Education, speaking privileges.

The motion was unanimously carried.

C. Webb asked that Co-op students be involved in the building process as is often the case in other universities.

The Chair stated that D. Doreen would have a standing report to Council. A formal presentation would be considered for the next meeting.

- XI CGSA Report - JMSB-2003-05A-04
The report from the CGSA was received.

- XII Report: External Affairs and Executive Programs - JMSB-2003-05A-05
The report from External Affairs and Executive Programs was received. M. Magnan explained that the data base for the c.v. project does not overlap with the data base for the annual report. He apologized for the inconvenience to faculty members who have been asked again to submit their updated c.v's.

- XIII Report: Administrative Affairs and Human Resources
B. Ibrahim reported that in the absence of budget figures from Quebec, the JMSB would assume the same budget allotment as last year's. In light of the loss of revenues from international student fees, recruitment costs for international students will be curtailed and support for GAMBA will be reconsidered.

In response to concerns about possible eviction from faculty offices due the connection of the GM building to the new Engineering and Computer Science building, the Dean advised that the work has been postponed to a future date. Faculty and staff will be informed when there is further news on this issue.

- XIV Report: Undergraduate Programs, Academic and Student Affairs- JMSB-2003-05A-06
The report from the Undergraduate Programs, Academic and Student Affairs was received.

- XV Reports from School Representatives on University Committees
i) University Senate
D. Morin reported that September enrolments at Concordia were the highest ever as was the number of new faculty recruited for 2003-2004.

There were no reports from the representatives of the following committees:

- ii) Arts and Science Faculty Council
- iii) Senate Academic Planning and Priorities
- iv) Senate Academic Programs Committee
- v) Senate Research Committee
- vi) University Library Committee
- vii) Undergraduate Scholarships and Awards Sub-committee
- viii) Board of Governors
- ix) Council of the School of Graduate Studies

- XVI CASA Report – JMSB-2003-05-07
The report from CASA was received.

XVII New Business

i) JMSB Co-op Programs Report - JMSB-2003-05A-08

It was moved by G. Kanaan and seconded by S. Robinson that Council grant speaking privileges to M. Buyukkurt, Director, JMSB Co-op Programs.

The motion was carried unanimously.

The JMSB Co-op Programs Report was received.

M. Buyukkurt introduced the Co-op Academic Directors: S. Robinson, Accountancy, J. Mannadiar, Finance, B. Shapiro, Human Resources and H. Simpkins, Marketing; and A. Blasi, Co-op Assistant. She reported that although the mandate to double enrolment by 2005 has been withdrawn there has been an increase in enrolment and the number of participating companies.

Accountancy, Finance and Marketing have increased enrolment; Human Resources has maintained and there has been a decline in MIS reflecting the state of the industry. She noted the number of students placed in the not-for-profit sector, a result of the initiative of C. Webb, Director of the Institute for Co-operative Education. She outlined accomplishments in the areas of the Marketing Co-op program, student records and services to Co-op students, and identified the current challenges: enrolment, building a JMSB Co-op Community, employer's awards reception, information sharing and faculty participation.

ii) Report from the Director of the Institute for Co-operative Education

C. Webb thanked all the members of the Co-op committee. She itemized the following achievements since her arrival at Concordia eighteen months ago: an increase in the number of applications and enrollments, a dramatic increase in the number of employers posting positions; the establishment of a mission statement for the institute; the development of an integrated automated office system and data base, additional staffing and materials for marketing, the development of a new web site that allows employers to post positions and receive resumé's on-line; and the development of a state of the art information management system. New initiatives include activities in the volunteer community-based sector; assisting entrepreneurial co-op students to develop and launch their own small business; the launch of the Champion Days of Merit; and a radio slot that will provide job search skills and interview-techniques to the community creating an enhanced awareness of Concordia's Institute for Co-operative Education.

iii) John Molson Executive Centre (formerly Executive Development Programs) Report - JMSB-2003-05A-09

This item will be brought forward to the October meeting of Council.

iv) Goodman Institute of Investment management Report - JMSB-2003-05A-10

This document was withdrawn and the revised report will be made at the October meeting of Council.

v) Entrepreneurship Institute for the Development of Minority - JMSB-2003-05A-11

This item will be brought forward to the next meeting of Council.

XVIII Other Business

i) Profile of Provost JMSB-2003-05A-12

Council members were encouraged to send their comment directly to Enza de Cubellis.

XIX Adjournment

It was moved by C. Bayne and seconded by S. Goyal that the meeting be adjourned.

The motion was carried unanimously.

The meeting was adjourned at 12:20 p.m.

XX Next meeting

The next regular meeting of Council will take place on Friday, October 31, 2003 in room GM302.

The first portion of the meeting will be a closed session for the approval of fall 2003 graduates.